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7 NOV 1968

FILE Training 3-1

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Nov 1968

TO: **Director of Central Intelligence**

SUBJECT : **Career Training Program, Quarterly Report**

REFERENCE : **Memo for Director of Personnel from Director, dated 22 Aug 68, Same Subject**

1. This memorandum is for your information, in answer to your request in the referent memorandum.

2. As of 30 June 1968 there were [ ] current and former Career Trainees on duty in the Agency. During the period July-September 1968 a total of 16 were added to the Program, and 22 separated from it. The 22 separations were by resignation.

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3. Losses during the past quarter, compared with experience during the previous two years, were as follows:

Career Trainee Separations

	<u>July-Sept 1967</u>			<u>July-Sept 1968</u>			<u>July-Sept 1969</u>								
	Strength	Strength	Strength	Strength	Strength	Strength	1 July	Seps.	%	1 July	Seps.	%	1 July	Seps.	%
Clan. Serv.															
Intell.															
Support															
S&T															
O/DCI															
CTP															
<b>TOTALS</b>															

	<u>July-Sept 1967</u>	<u>July-Sept 1968</u>	<u>July-Sept 1969</u>
Average Age	31.7	30.6	30.2
Average Grade	12.8	10.3	10.6
Average Tenure	57 mos.	46 mos.	54 mos.

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GROUP 1  
Excluded from automatic  
downgrading and  
declassification

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- 2 -

**SUBJECT: Career Training Program, Quarterly Report**

	<u>July-Sept</u> <u>1967</u>	<u>July-Sept</u> <u>1968</u>	<u>July-Sept</u> <u>1969</u>
<b>Reasons Stated:</b>			
External Factors	5(28%)	8(26%)	6(27%)
Job Related	13(72%)	17(74%)	16(73%)

4. Exit interviews were conducted with the 22 who resigned. Results are reflected, by Directorate, in the attached summaries.

Yours, Robert S. Wattles

Robert S. Wattles  
Director of Personnel

Attn:

**Distribution:**

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25X1 DD/Pers/R&P   (6 November 1969)

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DD/S 69-2266

15 MAY 1969

MEMORANDUM FOR: Executive Director-Comptroller

SUBJECT : Career Training Program

1. Attached is the quarterly report on the CT Program and highlights the problem of the number of resignations based upon job dissatisfaction.
2. Quite apart from this problem we are initiating a complete review of the Career Training Program with OTR as the focal point for conducting the review. On 9 May I had a briefing on the status of the CT Program and in the course of this briefing a number of issues, inconsistencies and problems were surfaced and discussed. Some were rather basic in nature. It was obvious that these problems could not be dealt with independently as they all interrelated in one form or another. Therefore, we decided to conduct this basic study which in light of the issues involved should eventually be the subject of discussion at one of your Deputies' Meetings. I do not have a timetable at this time but will advise of a prospective completion date as soon as we have sized the problem.

SIGNED R. L. Bannerman

R. L. Bannerman  
 Deputy Director  
 for Support

Att: Memo dtd 8 May 69 for DCI  
 fr D/Pers, subj: Career Training  
 Program, Quarterly Report w/att

DD/S:RLB:ksd (14 May 69)

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**SUBJECT: Career Training Program, Quarterly Report**

	<u>Jan-Mar</u> <u>1967</u>	<u>Jan-Mar</u> <u>1968</u>	<u>Jan-Mar</u> <u>1969</u>
<b>Reasons Stated:</b>			
External Factors	5(42%)	4(24%)	11(40%)
Job-related	7(58%)	13(76%)	17(60%)

4. Exit interviews were conducted with 24 who resigned. Two who resigned in the field, and two who resigned from LWOP status, explained their reasons in correspondence. Results are reflected with other pertinent data, by Directorate, in the attached summaries.

V/s/ Robert S. Wattles

**Robert S. Wattles**  
Director of Personnel

**Atts****Distribution:**

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69-0971

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FEB 1969

FEB 1969

MEMORANDUM FOR: Director of Central Intelligence  
 SUBJECT : Career Training Program, Quarterly Report  
 REFERENCE : Memo for Director of Personnel from Director,  
 dated 22 Aug 68, same subject

1. This memorandum is for your information, in answer to your request in the referent memorandum.

2. As of 30 September 1968 there were [ ] current and former Career Trainees on duty in the Agency. During the period October - December 1968 a total of 16 were added to the Program, and 20 separated from it. Of the 20 separations, one was caused by death, one by retirement for disability, and 18 were resignations.

3. Losses during the past quarter, compared with experience during the previous two years, were as follows:

Career Trainee Separations

	<u>Oct-Dec 1966</u>	<u>Oct-Dec 1967</u>	<u>Oct-Dec 1968</u>
Number			
From:			
Clandestine Services			
Intelligence			
Support Services			
Science & Technology			
Office of Director			
Career Training Program			
Average Age			
Average Grade	GS-10	GS-10.5	GS-10.3
Average Tenure	45 mos.	52 mos.	57 mos.
Reasons Stated:			
External Factors	4(33 1/3%)	7(50%)	10(50%)
Job-related	3(22 2/3%)	7(50%)	10(50%)

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4. Exit interviews were conducted with the 18 who resigned. Results are reflected with other pertinent data, by Directorate, in the attached summaries. No significant trends are apparent.

7s/

Robert S. Wattles  
Director of Personnel

Atts

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DD/Pers/R&P/ [redacted] (28 February 1969)

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